

**EXECUTIVE SUMMARY OF  
SUBSTANTIVE CHANGES IN THE COLLECTIVE BARGAINING AGREEMENT  
BETWEEN THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA AND  
THE BROWARD TEACHERS UNION – EDUCATION PROFESSIONALS  
(BTU-EP)  
2019-2020 SCHOOL YEAR**

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1. Effective July 1, 2019, teachers on the Grandfathered Salary Schedule levels B through R will receive a 2.37% salary increase.
2. Effective July 1, 2019, teachers on the Grandfathered Salary Schedule level S will receive a \$950 salary increase.
3. Effective July 1, 2019, teachers on the Grandfathered Salary Schedule levels T and U will receive a \$713 salary increase.
4. Effective July 1, 2019, teachers on the Pay for Performance Salary Schedule with overall Effective evaluation rating for the 2018-2019 school year will receive a 1.78% increase.
5. Effective July 1, 2019, teachers on the Pay for Performance Salary Schedule with an overall Highly Effective evaluation rating for the 2018-2019 school year will receive a 2.38% increase.
6. The BTU will receive an additional allocation of approximately \$4,402,200 from additional collections of 2019-2020 Referendum funds. The BTU will use approximately \$906,450 from those funds to give a one-time only bonus of \$1200 to Pre-K Teachers with Highly Effective rating (\$378,000), \$1000 to Pre-K Teachers with Effective rating (\$186,000), and \$570 to Pre-K ESPs with Satisfactory or above rating (\$324,900). The remaining funds will be distributed as per the parties' agreement.
7. The Best and Brightest Recognition Award will be distributed to K-12 teachers who did not receive the Best and Brightest Retention award as follows: \$1200 to Highly Effective teachers, and \$1000 to Effective teachers.
8. Adult Only Education Teachers will receive a one-time only bonus to be paid from surplus Workforce Education funds as follows: \$1000 to Adult Only Education teachers with a Highly Effective rating, and \$700 to Adult Only Education teachers with an Effective rating.